

:`cf]XU'DUbh\Yfg'5]a`Zcf'<]ghcf]WH\ fYY!
DYUh'k]h\`?Ym'G][b]b[g°

H\Y':`cf]XU'DUbh\Yfg'Xca]bUhY'h\Y'B<@ZfYY'U[YbWm'a Uf_Yh
UZhYf'h\Y]f'gYWcbX'WcbgYW h]j Y'GhUb`Ym'7i d'žfYhU]b]b[`_Ym
d`UmYfg'UbX`U]a]b[`Zcf'U'h\ fYY!dYUh"



Gi bf]gYž':`cf]XUž'I b]hYX'GhUhYg'!H\Y':`cf]XU'DUbh\Yfg'\Uj Y
Ya Yf[YX'Zfca`h\Y'fYWbh'ZfYY'U[YbWm'idYf]cX'bch'cb`m'Ug
W\Ua d]cbg'Vi h'U'gc'Ug'U'dck Yf\ci gY']bhYbh'cb'fYhU]b]b[`h\Y]f
Wfck b" '<Uj]b[`W]bW\YX'h\Y'GhUb`Ym'7i d`Zcf'h\Y'gYWcbX
WcbgYW h]j Y`mYUfž'h\Y'DUbh\Yfg'UfY'a U_]b[`YUX`]bYgž`Uf[Y`m
h\Ub_g'hc'h\Y]f'ghfUhY[]WfcghYf'a cj Yg'UbX'Ub'i bk Uj Yf]b[`hYUa
W`hi fY""5g'h\Y'WU`YbXUf'hi fbg'hc'↵`m'(ž&\$&) ž]higYYa g'h\Y'hYUa
]g'df]a YX'Zcf'mYh'Ubch\Yf'h]hY'h]"

5ZhYf'gca Y'g_Ydh]W]ga`fY[UfX]b[`h\Y]f'UV`]hm'hc`_YYd`_Ym'd`UmYfg
Ua]Xgh'U'h][`h'gU`Ufm'WUd`cZ`%-`a`j`]cbž'h\Y'DUbh\Yfg'gi fdf]gYX
a Ubm'Vm'fY!g][b]b[`d]j chU`hU`Ybhg'gi W\`Ug'↵ZZDYhf mž`Bc`Ub
:cchYž`UbX`6fUbXcb`6i gg]"↵ZZDYhf mž`k \c'g][bYX`U`cbY!mYUf

XYUž'WfYX]hg'h\Y'gi WWggZi`hYUa`W`hi fY`UbX`fYWb'hgi WWgg`Ug
a`ch]j Uh]b[`ZUW`c`fg`Zc`f`\]g`gk`j`hW`hc`:`c`f]XU""=k Ug`YI W]hYX`UVci`h
`c]b]b[`h\]g`hYUa`UbX`Wc`bhf]Vi`h]b[`hc`k`h`Uh`Wci`X`VY`U`XmbUghmž
DYhfm`b`chYXž`i`bXYfgWc`f]b[`h\Y`fYa`Uf`UV`Y`fYdi`hUh]cb`h\Y
DUbh\Yfg`\Uj`Y`Vi`j`h"

H\Y`Dck`Yf`cZ`7ca`a`j`ha`Ybh

;`YbYfU`A`UbU[`Yf`6]``N]hc`hc`c`_`Wb`hYf`ghU[`Y`Xi`f]b[`h\Y`fYWb`h
GhUb`Ym`7i`d`W`YVfUh]cbž`k`h`YfY`\Y`Wc`bZ]XYbh`m`X]gW`ggYX`h\Y`fY!
g][`b]b[`g`c`Z`GUa`6YbbYhž`6fUX`A`UfW`UbXž`UbX`5Ufcb`9_V`UX""N]hc
]bg]ghYX`h\Uh`h\Y`Wc`a`a`j`ha`Ybh`XYa`c`bghfUhYX`V`m`h\Y`d`UmYfg`k`Ug
U`hYghUa`Ybh`hc`b`ch`f`gh`h\Y]f`g_]``Yj`Y`g`Vi`h`U`gc`h\Y`hYUa`g
WJa`UfUXYf]Y""K`Y`\UX`j`bZc`fa`Uh]cb`UVci`h`gU`Ufm`WJd`gdUW`h\Uh
h\Y`a`YX]U`X]X`b`ch`i`bXYfghUbXž`N]hc`fYa`Uf`YXž`\]b]b[`Uh`h\Y
]bbYf`k`c`f_]b[`g`h\Uh`YX`hc`gi`WWggZi`bY[`ch]Uh]cb`g`Wc`bhfUfm`hc
k`jXYgd`fYUX`VY`jYZg`h\Uh`c`b`m`hk`c`c`Z`h\Y`h\`fY`Y`d`UmYfg`k`ci`X
fYa`U]b"

A`UfW`UbX`g`g]l`!mYUfž`~`'`%")`a`j``cb`Wc`bhfUWh`Ya`d\Ug]nYg`h\Y
Z]bUbW]U`gUj`j`m`VY`\]bX`h\YgY`U[`fYYa`Ybhg""<]g`gk`j`h]b`hY[`fUh]cb
Zc``ck`j]b[`U`hfUXY`Uh`h\Y`XYUX`j`bY`WfYUhYX`U`gc`X`VcbX`k`j`h\
hYUa`a`UhYgž`Wc`a`dY``j]b[`\]a`hc`k`Ub`h`hc`ghUm`cb[`Yf]b`:`c`f]XU""5g
N]hc`di`h]hž`H\Y`d`UmYfg`Udd`fYW]UhY`h\Y]f`c`dd`c`f`hi`b]hm`UbX`h\Y
Ybj`j`f`cba`Ybh`h\Ym`UfY`j]bž`U`gYbh]a`Ybh`YW`cYX`V`m`V`ch\`A`UfW`UbX
UbX`ZY``ck`Zc`fk`UfX`GUa`6YbbYh"

5`7cfY`6i`j`h`hc`@Ugh

6Ymc`bX`f`gh`h\Y`V][`!bUa`Y`g][`b]b[`gž`h\Y`:`c`f]XU`DUbh\Yfg`UfY
ghfUhY[`jW`m`fY]bZc`fW]b[`h\Y]f`Wc`fY""5`cb[`g]XY`5Ufcb`9_V`UX`g
bYk`Y][`\h!mYUf`XYU`ž`k`\jW`WUff]Yg`Ub`Uj`YfU[`Y`Ubbi`U`j`U`i`Y`c`Z
~`*`"%a`j``cbž`d`UmYfg``]_Y`5`Y`gUbXYf`6Uf`_cj`ž`A`Uh`h\Yk`H`UW`i`_ž
UbX`GUa`fY]b\Uf`h`UfY`c`W`YX`j]b`Zc`f`a`i`h]d`Y`gYUgc`bg""H\]g
Wc`a`a`j`ha`Ybh`d`cg]h]cbg`h\Y`DUbh\Yfg`Ug`gYf]ci`g`Wc`b`hY`bXYfgž`k`j`h\
\`cdYg`c`Z`UW`jYj`j]b[`U`f`UfY`ZYUh`U`h\]fX`Wc`bgYW`h]j`Y`GhUb`Ym`7i`d
k`j]b"

D`UmYf	7c b hfUWh`@Yb[h\
GUa `6YbbYhh	, `gYUgc bg
6fUX`A UfW\UbX	* `gYUgc bg
5Ufcb`9_V`UX	, `gYUgc bg
5`Y_gUbXYf`6Uf_cj) `gYUgc bg
A Uhh\Yk `H_UW\i _) `gYUgc bg

H\]g'ghfcb[`WcfYž`Wca d`Ya YbhYX`Vmch\Yf`dfca]bYbh`d`UmYfg``]_Y
7UfhYf`JYf\UY[\Y`UbX`; i g`: cfg`b[ž`bch`cb`m`\][\`][\hg`N]hc g
j]g]cb`Vi h`U`gc`W`a Ybhg`h\Y`DUbh\Yfg`fYdi hUh]cb`Ug`U`ghi fXm
ZfUbW\]gY`h\Uh`g`bck`ZUj`cfYX`Zcf`bYI h`gYUgcb``H\Y`Ugh`hYUa`hc
di ``cZZ`U`h\fYY!dYUh`k Ug`h\Y`BYk`Mcf_`g`UbXYfg`Zfca`%-`,\$`hc
%-,`ž`U`fYWcfX`h\Y`DUbh\Yfg`U]a`hc`W\U``Yb[Y"

5g`h\Y`YI W`hYa Ybh`Vi]`Xg`UbX`dfYdUfUh]cbg`Wcbh]bi Yž`jh g`WYUf
h\Uh`h\Y`: `cf]XU`DUbh\Yfg`UfY`a cfY`h\Ub`ŧ gh`U`hYUa`/h\Ym`UfY
VYWca`]b[`U`Zcfa`]XUV`Y`XmbUghmž`k]h\`h\Y`[cU`cZ`YhW\]b[`h\Y]f
bUa`Y`]b`h\Y`UbbU`g`cZ`\cW_Ym`\]ghcfm"

: cf`Z`fh\Yf`]bg][\hg`cb`h\]g`hcd]Wž`W\YW`ci`h`h\Y`Z```Ufh]WYg`cb`
9ggYbh]U``m`Gdcfhgž`H\Y`BYk`Mcf_`H]a`Ygž`UbX`B<@`Wca`"

8YhU]`g	
Cfh	Gi bf]gYž: `cf]XUž`I b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none"> • k k k "YggYbh]U``mgdcfhg"Wca • k k k "bmh]a`Yg"Wca • k k k "b\``"Wca

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb`bYh